

# THE INFLUENCE OF ORGANIZATIONAL CULTURE AND LEADERSHIP STYLE ON THE PERFORMANCE OF EMPLOYEES IN THE DEPARTMENT OF CULTURE, YOUTH, SPORTS AND TOURISM OF KARO DISTRICT

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## ABSTRACT

*The purpose of this study was to determine the effect of organizational culture and leadership style on employee performance in this type of research is a quantitative study using multiple linear regression methods. The analysis used includes instrumental testing, classical hypothesis testing, and hypothesis testing. The result of this research is the value of  $Y = -6.784 + 0.672X_1 + 0.633X_2$ . In a sense, corporate culture has a significant impact on performance. From the  $t$  count  $> t$  in the table, namely  $7,803 > 1,683$ , with sig  $0.000 < 0.05$ , it can be seen that leadership style has a significant effect on performance.  $0.000 < 0.05$ . Organizational culture and leadership test scores affect performance simultaneously when  $F_{count} > F_{table}$  ( $62.090 > 4.08$ ) of  $0.000 < 0.05$ . Based on the results of testing the coefficient of determinants of organizational culture and leadership style, the adjusted R-square value is 75.8%, meaning that organizational culture and leadership style contribute 75.8% to variations in performance. and other offers 24.2% influenced by other factors not examined in this study.*

**Keyword : Organizational Culture, Leadership Style, Performance**

## ABSTRAK

The purpose of this study is to determine the effect of organizational culture (X1) and leadership style (X2) on employee performance (Y) . This type of research is quantitative research and uses multiple linear regression. The analysis used includes instrumental testing and hypothesis testing. The results of this study are the value of  $Y = -6.784 + 0.672X_1 + 0.633X_2$ . The subtest, organizational culture (X1) has a significant effect on performance (Y) , and leadership style has a significant effect on performance (Y) . The results of the coefficient of determination test with an adjusted R-squared value of 75.8%, which means that organizational culture and leadership style provide a variance of 75.8% on the performance variable.

### 1. Introduction

In society, the interconnectedness of culture is always apparent in all aspects of life, including families, organizations, businesses, and even nations. This aspect is what differentiates one society from another. Some examples of how culture makes a difference are the ways we communicate and operate. This is because culture has a binding nature that unites the views of a group of people with different characteristics into a unified way of

behaving and acting. Culture always develops within an organization over time. Furthermore, culture contributes to the effectiveness of the entire organization and its members. Personnel are a factor in achieving organizational goals, with distinct visions designed for the benefit of the people, where the implementation of these tasks is managed and regulated by people, who are strategic resources in all organizational activities. Resources Power man is the main basis For reach objective

organizations and agencies. Form And objective organization Which different, vision designed For interest person, in where performance mission they managed And arranged by person, source Power strategic in all activity organization. Role source Power man in organization very important Because is driving force main behind all activity or activity For reach objective as well as get profit And maintain existence organization. Success or failure something organization in maintain its existence started with effort management source power of people, especially in increase efficiency, Because every person own objective, but its limitations Alone become factor former organization. Organization here it is Which gather they For reach objective Which set. Organization must own a leader For help they manage all component organization. Even though so, a leader No only chosen And determined, There is condition Which must fulfilled.

### 1.1 Formulation of the problem

- a) Does organizational culture(X1) impact performance(Y)?
- b) Does leadership style(X2) impact performance(Y)?
- c) Do organizational culture(X1) and leadership style(X2) impact performance(Y)?

### 1.2 Benefits of Research

- a) Increase knowledge and experience for researchers in conducting direct research in accordance with the major they have taken.
- b) Provide information to leaders about things that need to be evaluated regarding performance so that it can improve in the future.
- c) As a reference for consideration by further researchers.

## 2. Theoretical basis

### 2.1 Organizational Culture(X1)

Culture is a human creation, used and applied in life over the long term, influencing the formation of societal patterns. For example, the habit of working hard with a strong will can change and create goodness. The difference between right and wrong culture is evident. The following are indicators of organizational culture.

- a) Self-awareness
- b) Satisfaction
- c) Aggressiveness
- d) Personality
- e) Performance
- f) Team organization,
- g) (Komariyah, 2016:129)

### 2.2 Leadership Style(X2)

Style Leadership is a pattern of behavior designed to integrate people's goals with individual goals to achieve a specific goal.

Leadership style indicators (x2) are:

- a) Make decisions
- b) Motivating
- c) Communication
- d) Responsibility
- e) Controlling emotions

### 2.3 Performance (Y)

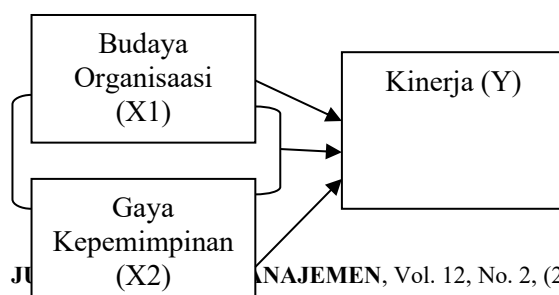
Performance is the achievement obtained by a person in carrying out a task, the success of an organization depends on the performance of the actors in the organization concerned, Performance appraisal is a technique that has been credited with improving performance and building both job satisfaction and organizational commitment, although the relationship between appraisal and performance may not be a direct and causal one, their

impact on performance may be due to their ability to improve role clarity, communication effectiveness, pay and administration services, expectations and instrumentality of estimates and perceptions of equity. Appraisals are generally considered to have a positive influence on performance, where the main goal in performance appraisal should be to provide the best information that will enable leaders to improve employee performance. Therefore, every organization needs to consider the relevance of the appraisal process in the short and medium term view, on the other hand there is a view that performance appraisals are carried out once a year, but there are also those who state that more often is better, the benefits of conducting this performance appraisal are to catch up if there is a performance gap and improve performance that does not comply with standards

- a) Skills and expertise
- b) Knowledge
- c) Work plan
- d) Personality
- e) Work motivation
- f) Leadership

## 2.4 Conceptual Framework

conceptual framework is intended to describe the relationships between variables used to answer the problem formulation through research analysis. The following is the conceptual framework:



Source: Processed by the author , 2023

**Figure 1**

## 2.5 Hypothesis

A research hypothesis is a temporary answer to a predetermined problem statement. Hypothesis statements are constructed from theory to predict the relationship between concepts (variables) in the research.

- 1) there is an impact or influence of organizational culture on performance
- 2) there is an impact or influence of leadership style on performance
- 3) there is an impact or influence of organizational culture & leadership style on performance

## 3 Research methods

### 3.1 Location & Time of Research

- 1) Location: at the Department of Culture, Youth, Sports and Tourism of Karo Regency, located at Gundaling I, Berastagi District, Karo Regency, Research time: February- August 2023

### 3.1 Population & Sample

- 1) Population of 40 people
- 2) Sample: 40 people

### 3.2 Data Types

- 1) Data type: Primary data

## 4. Results Study

**Table 1**

No	Character	Type	Organization	(%)
1	Gender	Lk	14	35%
2		Pr	26	65%
3	Usia	≤ 25 years	-	-
4		26 – 30 years old	9	22.5
5		31 – 40	21	52.5

		years old		
6		41 – 50	9	22.5
7		51 – 55	1	2.5
8	Education	DIII	14	35
9		S-1	21	52.5
10		S-2	5	12.5

Source: Research Results , 2023

Table 1 shows the characteristics of the respondents

#### 4, 2 Instrument Test

**Table 2**

Varieties	R count	r table
Organization al Culture (X1)	0.765	0.312
	0.669	0.312
	0.685	0.312
	0.766	0.312
	0.714	0.312
	0.644	0.312
	0.693	0.312
	0.531	0.312
	0.657	0.312
	0.644	0.312
Leadership Style (X2)	0.532	0.312
	0.701	0.312
	0.491	0.312
	0.531	0.312
	0.689	0.312
	0.572	0.312
	0.611	0.312
	0.750	0.312
	0.572	0.312
	0.447	0.312
Performance Decision Y)	0.380	0.312
	0.380	0.312
	0.529	0.312
	0.368	0.312
	0.690	0.312
	0.660	0.312
Performance Decision Y)	0.630	0.312
	0.674	0.312
	0.743	0.312
	0.754	0.312
	0.552	0.312

	0.701	0.312
	0.654	0.312
	0.705	0.312
	0.723	0.312
	0.763	0.312
	0.796	0.312
	0.537	0.312

Source: Data processing, 2023

Table 2 shows that the data has been validated.

**Table 3**

Vari i abel	Cronbach	> 0.60
Organizational culture(X1)	0.884	0 , 60
Leadership style (X2)	0.742	0 , 60
Performance(Y)	0.909	0 , 60

Source : Data processing( 202 3)

Table 3 shows that the data is reliable.

#### 4.3 Multiple Linear Testing

**Table 4**

Variables	Tolerant
Organizational culture(X1)	0.884
Leadership style (X2)	0.742

Source : Data processing( 202 3)

Table 4 shows the regression results  $0.884 + 0.742$

#### 4.4 Classical Assumptions

1. Normality

**Table 5**

Variables	Asymp Sig
Organizational culture(X1)	0.688
Leadership style(X2)	

Source : Data processing( 202 3)

Table 5 show normal data ( $0.688 > 0.05$ )

2. Multicollinearity Test

**Table 6**

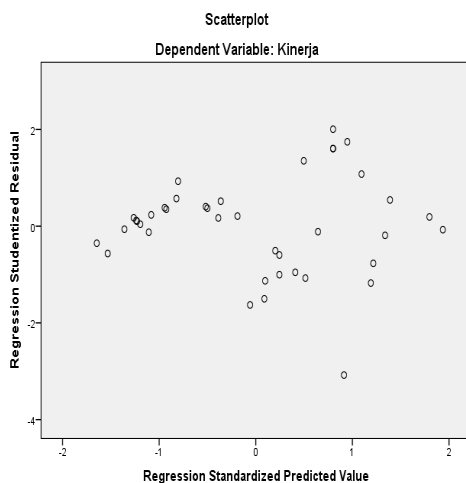
Variables	Tolerant Values	Vif Value
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Organizational culture(X1)	0,897	1,115
Leadership style(X2)	0,897	1,115

Source: Data processing, 2023

Table 6 Shows that the data does not contain multicollinearity

### 3. Heterosity Test (Scatterplot)



Source : Data processing , 202 3  
**Figure 2**

Figure 2 shows that the data does not contain heteroscedasticity

### 4.5 Hypothesis Testing

**Table 7.**

Variables	T-value	Significance
Organizational culture(X1)	7,803	0,00 0
Leadership style(X2)	5,031	0,000

Source: Data processing ( 202 3)

Table 7 shows a significant partial effect on the dependent variable

**Table 8 .**

Variables	Calculated	Significance
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	F value	
Organizational culture(X1)	62,090	0,000
Leadership style(X2)		

Source: Data processing, 2023

Table 8 concludes that there is a simultaneous influence

**Table 9**

Variables	Adjusted R Square Value
Organizational culture	0.758
Leadership style	

Source: Data processing, 2023

Table 8 concludes that service quality provides a predicted variable variation of 75.8 %.

### 4.6 Discussion

The independent variable is partially significant and simultaneous with the dependent variable, and provides a variation variance of 75.8 %, with the dependent variable , the research is in line with Reni, Christoffel, Farlane, who concluded that organizational culture has an effect on employee performance.

### 5. Closing

It can be concluded that organizational culture (X1) and leadership style (X2) have a partial influence. And simultaneously on performance (Y) , and provides a variance of 75.8 %. After the researcher completed the research, the researcher gave suggestions to leaders in the agency to direct employees to maintain a healthy organizational culture, in order to realize the agency's vision and mission, and coordinate, synergize and maximize all existing resources, especially human resources, in achieving the company's goals through the organizational culture and leadership style

applied.

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